

**City of St. Paul and the Machinists
2023-2025 Contract Negotiations
Summary Agreement Sheet**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the Machinists.

Date of TA: **May 3, 2023**

Duration: **January 1, 2023 – December 31, 2025**

Wages: Effective **January 1, 2023** (or closest pay period): **1.5%**
Effective **July 1, 2023** (or closest pay period): **1.5%**
Effective **January 1, 2024** (or closest pay period): **1.5%**
Effective **July 1, 2024** (or closest pay period): **1.5%**
Effective **January 1, 2025** (or closest pay period): **1.5%**
Effective **July 1, 2025** (or closest pay period): **1.5%**

Article 1 – Recognition

- a. Update recognition clause
- b. Insert Equity Language

Article 3 – Maintenance of Standards

Civil Service Rule 6 and 7 shall not apply to employees or classifications in this bargaining unit

Article 8 – Hours, Overtime Pay

- a. Clarify existing practice regarding payment of call in pay
- b. Night differential increased for hours worked between 6:00 p.m. and 6:00 a.m.

Article 9 Tool Insurance and Clothing

- a. Increase tool and shoe allowance
- b. Increase safety shoe allowance
- c. Add allocation to purchase outdoor clothing

Article 13 Active Employee Insurance

Update rates and contributions per the new joint Health Insurance MOA

Article 14 Retiree Insurance

Increase Employer Retiree health insurance contribution

Article 15 Holidays

Add Juneteenth as a recognized and observed holiday

Article 19 Severance

Decrease years of service requirement for eligibility for severance

Article 23 Paternity Leave

Provide 8 weeks of paid parental leave

Appendix A Wages and Retention Bonus

- a. Lead workers' pay increased
- b. One time retention payment for 2024 and 2025
- c. Additional steps add to classifications

Effective **January 1, 2023** (or closest pay period):

- Creation of a one (1) year step
- Twenty (20) year step increased

Effective **January 1, 2024** (or closest pay period):

- Creation of a three (3) year step
- Twenty (20) year step increased

Effective **January 1, 2025** (or closest pay period)

- Creation of a six (6) year step
- Twenty (20) year step increased

Appendix B Deferred Compensation

Added a deferred compensation match for all eligible employees in this bargaining unit

MOA:

Renew Vehicle Technician Trainee MOA

Other items were non-substantive, housekeeping agreements.